

# Diversity, Equity, and Inclusion Policy

## Diversity, Equity, and Inclusion (DEI)

Zensar's Way of Life philosophy as regards diversity is to create equity, include all, and make an impact. We believe different perspectives help us all achieve more. By bringing together individuals from diverse backgrounds and giving each person the opportunity to develop their skills and experience, we will be able to deliver the best customer experience and stakeholder value and have highly engaged associates.

Our diversity concept embraces people of all genders, ages, nationalities, backgrounds, experience, and physical abilities and supports them to work collaboratively by creating a culture of inclusivity. We are working toward making diversity a workplace norm – one that is looked upon as an investment toward building a better business. As an organization where one of the core values is Commitment to People and Community, we work together to bring out the best in each other.

## Purpose

The aim of the Diversity, Equity, and Inclusion function is to create a workplace environment and practices that encourage learning from each other, creating healthy competition within the workforce that reflects the communities we operate for and within. It's all about representing the world around us through the people who work in our organization.

## Objectives

- Reinforce our vision of being leaders in business transformation by continuously developing our diverse talent pool.
- Strive toward our mission of delivering innovative industry-focused solutions by leveraging our associates' unique skills, values, backgrounds, and experience, which will help us better understand our customer needs.

## Alignment with Value of Commitment to People and Community and People-First Approach

Sync with the culture of respecting every individual working with us.

Sustain and introduce new, innovative inclusion practices as they define our "Getting to Equal Practices."

## Scope

In developing our Workforce Diversity Program, Zensar Technologies affirms its commitment and pledges its full support to equal opportunity and access for all individuals regardless of race, color, religious creed, gender, age, nationality, sexual orientation, gender identity, ancestry, disability, veteran status, or other protected status.

This policy is applicable to all associates across the globe.

Strengthening the alignment of organization processes with tailored interventions will enable us to enhance the outlook of our associates toward the importance of Diversity and Inclusion; this way, we continue to impact the environment around us positively.

### **Global Diversity, Equity, and Inclusion Council**

The primary role of this council is to successfully integrate our DEI programs with our mission and objectives, operations, and strategy, along with providing platforms for assessing the effectiveness of the DEI function, introducing reform, and overseeing the DEI function. This council has representatives from diverse ages, genders, functions, and regions.

The focus areas of the DEI Council include improvement in gender diversity ratio, balanced leadership, building the ecosystem through gender sensitization programs, physical and soft infrastructural changes, digital accessibility, sign language training, focused developmental programs, women's advancement and development programs, policies to suit a diverse workforce, and more such initiatives.

### **Digital Accessibility**

At Zensar, we embark on transformative journeys driven by the conviction that technology holds the power to bridge gaps and empower humanity. We envision a world where technology empowers every individual, regardless of their background, capabilities, or circumstances. As an IT organization, we take upon ourselves the responsibility to contribute to this vision wholeheartedly.

### **Compliance**

Associates are encouraged to report non-compliance or potential non-compliance to the Global DEI Council Chairperson Chaitanya Rajebahadur ([chaitanya.rajebahadur@zensar.com](mailto:chaitanya.rajebahadur@zensar.com)). All grievances will be addressed with utmost confidentiality.

### **Review**

The scope and objectives of our Diversity and Inclusion Policy defined here are stepping stones that outline our intent. Designing a more progressive framework that is suitably tailored for Zensar's growing business is an ongoing, continuous initiative.

**DOCUMENT CONTROL****Document Reference:** HR-Diversity and Inclusion Policy document**Version:** 1.3**Document Status:** Definitive**Issue Date:** 20-July-2020**Revised Date:** 29-Aug-2023**Security Classification:** Public**Compliance Status:** Mandatory

Version tracker:

- Revised version to 1.1 to update new logo – 26 Nov 2021
- Revised version to 1.2 to update the approval received from the Board on the policy document and change of security classification as Public
- Revised version to 1.3 to update the name of the policy to 'Diversity, Equity and Inclusion Policy' and add 'Digital Accessibility' statement.

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